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# ALA Survey of Librarian Salaries 1992

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**ALA Survey Report**

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# Introduction

Librarians, the people who hire them, and interested others often ask the American Library Association (ALA) Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U.S. To fill the need for information of this kind, ALA began conducting a periodic survey of salaries for full-time professionals in academic and public libraries. Reports were published biennially from 1982 to 1988 and became annual in 1989.

This report, the eighth in a series, presents salaries paid to incumbents in seven positions commonly found in U.S. academic and public libraries. Salaries were reported as of January 1, 1992. For each of six positions, the report contains six tables, one for each of five library types and one for all five combined. The seventh position--children's and/or young adult services librarian--is shown only for public libraries. Each of the tables shows the range, mean, first quartile, median, and third quartile of salaries in four geographic regions. Salaries paid to beginning professionals are also displayed in the same way.

The 1992 report shares the following characteristics with its immediate predecessor:

- It is based on a survey of **libraries**, not individual librarians.
- It is based on a survey of **full-time** positions.
- It is based on a survey of **public and academic** libraries only. (Sources for salaries in other libraries are given in Appendix A).
- The public and academic library universe is stratified by the same **type/size criteria**: public libraries serving populations of from 25,000 to 99,999, public libraries serving populations of 100,000 or more, two-year colleges, four-year colleges, and universities. (The last category includes all institutions offering work beyond the bachelor's level).
- The nation is stratified into the same **geographic areas**: North Atlantic, Great Lakes and Plains, Southeast, West and Southwest (see Appendix D for list of states).
- It shows **salaries paid** to incumbents as of January 1st of the survey year.
- It shows the **first quartile, median, and third quartile** for salaries paid in each type/size of library and region in addition to the mean and range (low and high) for each position reported.
- It shows salaries paid to staff **with master's degrees from graduate library education programs accredited by ALA**.

The last characteristic was added in the 1991 report. In previous years, the instructions asked for "professional" positions and quoted the definition of professional given in ALA's policy on "Library Education and Personnel Utilization." The wording was changed in 1991 because survey users indicated that data would be more useful if the degree was specified.

The 1992 survey differed from its predecessor in two minor ways. In order to reduce cost, the size of the sample was reduced and a third mailing to non-respondents was eliminated. Analysis of sampling procedures used and responses received in previous surveys convinced the authors that these economies would not seriously reduce the validity and reliability of the results.

The 1992 survey also contained two questions asked on a one-time-only basis:

Did your library lay off paid staff because of budget cuts in 1991?
____yes ____no

If yes, please provide number laid off in the following categories:
____paid staff with master's degrees from programs accredited by ALA

____all other paid staff

Of the 474 academic libraries and 495 public libraries that responded to the survey, 35 academic libraries and 60 public libraries reported layoffs had occurred. Further analysis of these data are reported in *Library Personnel News*, July-August 1992, volume 6, number 4, page 3.

The Library Research Center of the University of Illinois Graduate School of Library and Information Science performed the mailing, processing, and computer analysis of the questionnaires. Mary Jo Lynch, Director of ALA's Office for Research and Statistics (ORS), directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources (OLPR) and Jeniece Guy, OLPR Assistant Director. Myers was responsible for Appendix A, B, and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

# Results

The survey questionnaire was mailed to 1,262 randomly selected libraries in January 1992. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U. S. Appendix D describes how groups were formed and sampled. By the last week in March, usable responses had been received from 969 libraries, 77 percent of those sampled.

The results of this survey are presented on the following pages in eight sets of tables. The first six sets present salaries paid to incumbents in positions common to both public and academic libraries. Respondents were asked to report all full-time incumbents *with master's degrees from graduate library education programs accredited by ALA* except for beginning professionals, whose salaries are shown in a special table. There are three pages of tables for each position. The first table on page 4 presents salaries paid in medium-sized public libraries, i.e., those serving between 25,000 and 99,999. For each of four regions of the country and for the nation as a whole, the table shows the number of positions reported (N), the lowest salary and the highest salary (range), the mean (arithmetic average), the first quartile, median, and third quartile. This pattern is repeated for large public libraries (i.e., those serving populations of 100,000 or more), and for libraries in two-year colleges, four-year colleges, and in universities (i.e., institutions offering work beyond the baccalaureate degree).

Following these six sets of tables is a smaller set for children's and/or young adult services librarian. For this position, tables are given only for the two sizes of public libraries and for all public libraries.

The last set of tables describes salaries paid to beginning professionals following the pattern set in the first seven sets of tables.

The following example illustrates how to interpret the tables. In the first table for the position of director--the table presenting salaries paid in medium-sized public libraries--there were 82 salaries reported from the North Atlantic region. The lowest of these was $22,000 and the highest was $103,675. When all the salaries were added together and the result was divided by the total number (82) the average or mean was $50,320. When all the salaries were arrayed from low to high, 25 percent of them fell below $42,000, the first quartile, 50 percent fell below $49,320, the median, and 50 percent were above $49,320. Seventy-five percent fell below $58,104, the third quartile, and 25 percent were above that amount. The middle 50 percent of the salaries fell between $42,000 and $49,320.

Two caveats should be observed in reading the tables. The higher the number of cases (N), the more reliable the results of the sample in giving a true picture of the total population. When the number of cases is less than twenty-five, the results should be used with caution. This caution is especially applicable to the regional data for libraries where the number of professional staff is often small--medium sized public libraries, four-year colleges, and two-year colleges. Another caveat is that when the mean and the median are not close together, the mean is being influenced by some unusual values. When the mean is much higher than the median, there are several very high salaries. When the mean is much lower than the median, there are several very low salaries.

# Director



Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

## Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=82<br>Range= $22,000-$103,675 | 50,320 | 42,000 | 49,320 | 58,104 |
| **Great Lakes & Plains**<br>N=88<br>Range= $23,360-$66,500 | 44,226 | 36,469 | 43,590 | 51,471 |
| **Southeast**<br>N=69<br>Range= $16,640-$63,099 | 34,317 | 27,162 | 32,884 | 38,987 |
| **West & Southwest**<br>N=62<br>Range= $25,061-$87,336 | 49,054 | 35,000 | 43,251 | 63,960 |
| **All Regions**<br>N=301<br>Range= $16,640-$103,675 | 44,609 | 34,517 | 43,000 | 52,500 |

## Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=38<br>Range= $26,740-$125,000 | 68,329 | 51,051 | 66,866 | 84,800 |
| **Great Lakes & Plains**<br>N=36<br>Range= $30,267-$114,556 | 64,650 | 52,550 | 60,481 | 79,509 |
| **Southeast**<br>N=42<br>Range= $33,900-$108,071 | 55,746 | 41,577 | 50,668 | 63,192 |
| **West & Southwest**<br>N=56<br>Range= $39,756-$114,673 | 71,782 | 59,728 | 71,652 | 81,858 |
| **All Regions**<br>N=172<br>Range= $26,740-$125,000 | 65,611 | 50,403 | 64,914 | 81,141 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Director (Page 2 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=31<br>Range=$26,224-$69,219 | 48,833 | 37,200 | 50,000 | 58,025 |
| **Great Lakes & Plains**<br>N=28<br>Range=$30,000-$77,073 | 50,608 | 42,500 | 50,046 | 60,433 |
| **Southeast**<br>N=45<br>Range= $26,875-$86,853 | 41,423 | 36,000 | 41,000 | 44,512 |
| **West & Southwest**<br>N=29<br>Range= $28,044-$73,333 | 46,029 | 39,926 | 43,824 | 51,236 |
| **All Regions**<br>N=133<br>Range= $26,224-$86,853 | 46,088 | 38,929 | 44,512 | 52,931 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=29<br>Range=$25,100-$72,000 | 43,691 | 35,000 | 39,883 | 48,000 |
| **Great Lakes & Plains**<br>N=38<br>Range=$25,000-$58,653 | 40,680 | 34,471 | 38,724 | 50,000 |
| **Southeast**<br>N=37<br>Range=$23,000-$70,800 | 40,735 | 31,925 | 41,080 | 48,750 |
| **West & Southwest**<br>N=12<br>Range=$26,000-$53,788 | 41,307 | 35,432 | 41,775 | 46,935 |
| **All Regions**<br>N=116<br>Range= $23,000-$72,000 | 41,515 | 33,278 | 39,942 | 48,800 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Director (Page 3 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=41<br>Range=$30,900-$148,000 | 66,730 | 42,500 | 65,000 | 80,500 |
| **Great Lakes & Plains**<br>N=58<br>Range=$26,902-$127,500 | 58,829 | 43,925 | 55,436 | 68,636 |
| **Southeast**<br>N=53<br>Range=$24,980-$116,288 | 50,926 | 37,500 | 48,092 | 60,398 |
| **West & Southwest**<br>N=49<br>Range=$30,000-$110,000 | 58,542 | 45,000 | 55,488 | 69,800 |
| **All Regions**<br>N=201<br>Range=$24,980-$148,000 | 58,287 | 41,661 | 53,850 | 69,000 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=221<br>Range=$22,000-$148,000 | 55,382 | 41,600 | 51,000 | 65,000 |
| **Great Lakes & Plains**<br>N=248<br>Range=$23,360-$127,500 | 50,783 | 38,549 | 48,000 | 59,300 |
| **Southeast**<br>N=246<br>Range=$16,640-$116,288 | 43,819 | 33,900 | 41,090 | 49,462 |
| **West & Southwest**<br>N=208<br>Range=$25,061-$114,673 | 56,540 | 41,275 | 53,295 | 70,992 |
| **All Regions**<br>N=923<br>Range=$16,640-$148,000 | 51,326 | 37,500 | 47,500 | 61,000 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Deputy/Associate/Assistant Director



Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=54<br>Range=$20,000-$66,267 | 41,719 | 35,988 | 41,400 | 47,078 |
| **Great Lakes & Plains**<br>N=43<br>Range=$20,508-$48,975 | 35,399 | 28,745 | 35,900 | 42,522 |
| **Southeast**<br>N=26<br>Range=$17,950-$39,998 | 27,358 | 22,838 | 27,587 | 30,621 |
| **West & Southwest**<br>N=39<br>Range=$22,595-$60,000 | 40,087 | 30,541 | 37,308 | 50,640 |
| **All Regions**<br>N=162<br>Range=$17,950-$66,267 | 37,344 | 29,160 | 36,340 | 43,508 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=71<br>Range=$26,250-$90,168 | 58,143 | 48,639 | 60,678 | 64,903 |
| **Great Lakes & Plains**<br>N=50<br>Range=$31,046-$93,496 | 50,212 | 38,813 | 46,605 | 60,000 |
| **Southeast**<br>N=83<br>Range=$20,000-$71,064 | 43,803 | 34,320 | 44,054 | 51,564 |
| **West & Southwest**<br>N=85<br>Range=$30,348-$99,493 | 55,233 | 47,040 | 54,080 | 62,163 |
| **All Regions**<br>N=289<br>Range=$20,000-$99,493 | 51,797 | 42,016 | 51,551 | 61,814 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Deputy/Associate/Assistant Director (Page 2 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=9<br>Range=$23,274-$54,324 | 44,706 | 37,696 | 52,125 | 52,500 |
| **Great Lakes & Plains**<br>N=8<br>Range=$24,000-$73,000 | 46,177 | 33,536 | 45,639 | 57,032 |
| **Southeast**<br>N=13<br>Range=$20,000-$40,604 | 30,621 | 26,500 | 30,200 | 33,979 |
| **West & Southwest**<br>N=6<br>Range=$34,246-$54,667 | 41,952 | 37,275 | 40,863 | 43,800 |
| **All Regions**<br>N=36<br>Range=$20,000-$73,000 | 39,488 | 30,416 | 37,486 | 50,563 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=7<br>Range=$23,000-$44,000 | 30,742 | 23,500 | 27,700 | 41,800 |
| **Great Lakes & Plains**<br>N=13<br>Range=$19,656-$47,133 | 32,179 | 27,938 | 32,502 | 34,600 |
| **Southeast**<br>N=12<br>Range=$18,500-$47,200 | 28,628 | 21,000 | 25,302 | 33,775 |
| **West & Southwest**<br>N=3<br>Range=$22,500-$32,348 | 28,333 | 22,500 | 30,152 | 32,348 |
| **All Regions**<br>N=35<br>Range=$18,500-$47,200 | 30,345 | 23,500 | 29,196 | 34,600 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Deputy/Associate/Assistant Director (Page 3 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=86<br>Range=$22,500-$98,900 | 58,871 | 48,910 | 58,360 | 66,301 |
| **Great Lakes & Plains**<br>N=100<br>Range=$24,000-$87,330 | 48,527 | 38,854 | 48,366 | 56,930 |
| **Southeast**<br>N=58<br>Range=$27,300-$77,300 | 43,072 | 38,500 | 42,294 | 48,728 |
| **West & Southwest**<br>N=52<br>Range=$23,690-$79,300 | 48,110 | 34,660 | 44,594 | 62,050 |
| **All Regions**<br>N=296<br>Range=$22,500-$98,900 | 50,390 | 40,376 | 48,784 | 59,450 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=227<br>Range=$20,000-$98,900 | 53,134 | 42,439 | 52,125 | 62,700 |
| **Great Lakes & Plains**<br>N=214<br>Range=$19,656-$93,496 | 45,202 | 35,390 | 43,248 | 54,700 |
| **Southeast**<br>N=192<br>Range=$17,950-$77,300 | 39,514 | 30,192 | 39,072 | 47,100 |
| **West & Southwest**<br>N=185<br>Range=$22,500-$99,493 | 49,171 | 37,308 | 48,850 | 56,717 |
| **All Regions**<br>N=818<br>Range=$17,950-$99,493 | 46,966 | 35,963 | 45,252 | 56,266 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Department Head/Branch Head

(Page 1 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=142<br>Range=$19,469-$64,635 | 37,268 | 29,189 | 35,882 | 42,513 |
| **Great Lakes & Plains**<br>N=152<br>Range=$17,916-$47,620 | 32,198 | 27,548 | 31,714 | 36,588 |
| **Southeast**<br>N=51<br>Range=$17,014-$38,189 | 25,500 | 23,032 | 24,934 | 27,165 |
| **West & Southwest**<br>N=100<br>Range=$21,500-$49,980 | 34,927 | 27,249 | 34,692 | 42,000 |
| **All Regions**<br>N=445<br>Range=$17,014-$64,635 | 33,661 | 27,231 | 32,323 | 38,773 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=639<br>Range=$19,478-$67,450 | 41,921 | 37,719 | 41,200 | 46,183 |
| **Great Lakes & Plains**<br>N=377<br>Range=$18,613-$65,330 | 38,106 | 32,253 | 37,547 | 42,354 |
| **Southeast**<br>N=334<br>Range=$14,000-$56,302 | 35,245 | 28,809 | 35,189 | 40,884 |
| **West & Southwest**<br>N=583<br>Range=$19,908-$64,997 | 42,262 | 35,763 | 44,856 | 48,906 |
| **All Regions**<br>N=1,933<br>Range=$14,000-$67,450 | 40,126 | 34,320 | 40,284 | 46,596 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Department Head/Branch Head (Page 2 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=13<br>Range=$21,540-$53,691 | 35,578 | 31,692 | 34,705 | 36,911 |
| **Great Lakes & Plains**<br>N=10<br>Range=$32,086-$44,973 | 35,843 | 32,086 | 36,500 | 36,727 |
| **Southeast**<br>N=16<br>Range=$26,000-$48,450 | 35,042 | 32,500 | 34,470 | 36,780 |
| **West & Southwest**<br>N=10<br>Range=$30,667-$56,800 | 45,770 | 36,460 | 47,684 | 55,123 |
| **All Regions**<br>N=49<br>Range=$21,540-$56,800 | 37,537 | 33,000 | 35,919 | 40,722 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=27<br>Range=$25,372-$51,612 | 36,934 | 33,040 | 37,236 | 39,308 |
| **Great Lakes & Plains**<br>N=19<br>Range=$21,275-$53,173 | 33,840 | 26,698 | 33,886 | 38,400 |
| **Southeast**<br>N=37<br>Range=$22,248-$41,423 | 30,874 | 26,000 | 29,500 | 35,650 |
| **West & Southwest**<br>N=8<br>Range=$20,000-$34,416 | 27,535 | 24,715 | 26,933 | 31,286 |
| **All Regions**<br>N=91<br>Range=$20,000-$53,173 | 32,998 | 26,698 | 33,886 | 37,725 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Department Head/Branch Head (Page 3 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=328<br>Range=$23,414-$67,520 | 42,009 | 35,788 | 41,408 | 48,330 |
| **Great Lakes & Plains**<br>N=314<br>Range=$20,000-$74,169 | 39,837 | 33,512 | 38,627 | 45,262 |
| **Southeast**<br>N=173<br>Range=$17,500-$56,801 | 35,342 | 30,545 | 35,801 | 39,300 |
| **West & Southwest**<br>N=166<br>Range=$19,000-$70,272 | 40,554 | 31,797 | 37,207 | 48,300 |
| **All Regions**<br>N=981<br>Range=$17,500-$74,169 | 39,892 | 33,235 | 38,400 | 45,400 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=1,149<br>Range=$19,469-$67,520 | 41,182 | 35,918 | 40,858 | 46,119 |
| **Great Lakes & Plains**<br>N=872<br>Range=$17,916-$74,169 | 37,580 | 31,216 | 36,573 | 42,402 |
| **Southeast**<br>N=611<br>Range=$14,000-$56,801 | 34,188 | 27,900 | 34,416 | 39,400 |
| **West & Southwest**<br>N=867<br>Range=$19,000-$70,272 | 40,993 | 33,372 | 40,846 | 47,670 |
| **All Regions**<br>N=3,499<br>Range=$14,000-$74,169 | 39,016 | 32,253 | 38,700 | 45,300 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

# Reference/Information Librarian



Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

## Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=124<br>Range=$18,885-$49,339 | 31,426 | 27,250 | 30,207 | 35,719 |
| **Great Lakes & Plains**<br>N=141<br>Range=$17,333-$37,510 | 26,606 | 23,600 | 26,457 | 28,962 |
| **Southeast**<br>N=34<br>Range=$18,186-$38,189 | 24,835 | 21,399 | 23,978 | 26,790 |
| **West & Southwest**<br>N=71<br>Range=$17,014-$44,880 | 31,276 | 24,500 | 32,052 | 36,792 |
| **All Regions**<br>N=370<br>Range=$17,014-$49,339 | 28,955 | 24,294 | 27,839 | 32,890 |

## Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=785<br>Range=$21,200-$51,033 | 32,658 | 28,770 | 32,640 | 34,782 |
| **Great Lakes & Plains**<br>N=368<br>Range=$18,160-$56,200 | 31,008 | 27,123 | 29,757 | 34,365 |
| **Southeast**<br>N=282<br>Range=$17,000-$44,540 | 29,886 | 25,941 | 29,148 | 33,900 |
| **West & Southwest**<br>N=690<br>Range=$19,728-$47,966 | 34,468 | 29,675 | 34,734 | 39,526 |
| **All Regions**<br>N=2,125<br>Range=$17,000-$56,200 | 32,592 | 28,353 | 32,197 | 36,528 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Reference/Information Librarian (Page 2 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=48<br>Range=$21,080-$75,216 | 39,162 | 30,830 | 37,540 | 43,305 |
| **Great Lakes & Plains**<br>N=31<br>Range=$22,800-$81,333 | 51,775 | 37,705 | 50,439 | 65,333 |
| **Southeast**<br>N=36<br>Range=$23,000-$59,218 | 33,149 | 27,479 | 32,408 | 34,740 |
| **West & Southwest**<br>N=48<br>Range=$17,500-$66,432 | 43,807 | 35,138 | 45,774 | 51,791 |
| **All Regions**<br>N=163<br>Range=$17,500-$81,333 | 41,601 | 32,000 | 39,205 | 49,520 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=36<br>Range=$19,000-$54,000 | 31,580 | 24,936 | 29,530 | 37,200 |
| **Great Lakes & Plains**<br>N=30<br>Range=$20,000-$51,747 | 27,899 | 23,400 | 25,150 | 28,799 |
| **Southeast**<br>N=28<br>Range=$21,408-$38,700 | 27,382 | 23,236 | 26,783 | 30,000 |
| **West & Southwest**<br>N=14<br>Range=$22,000-$36,544 | 28,154 | 25,677 | 27,731 | 29,200 |
| **All Regions**<br>N=108<br>Range=$19,000-$54,000 | 29,025 | 23,755 | 27,000 | 32,641 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Reference/Information Librarian (Page 3 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=231<br>Range=$21,000-$59,082 | 35,101 | 28,833 | 33,889 | 40,940 |
| **Great Lakes & Plains**<br>N=259<br>Range=$18,113-$77,915 | 32,881 | 26,695 | 30,677 | 36,225 |
| **Southeast**<br>N=207<br>Range=$15,500-$48,337 | 29,196 | 24,260 | 28,420 | 33,431 |
| **West & Southwest**<br>N=155<br>Range=$18,00[illegible]$70,272 | 33,104 | 26,000 | 30,500 | 38,208 |
| **All Regions**<br>N=852<br>Range=$15,500-$77,915 | 32,628 | 26,500 | 30,966 | 37,014 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=1,224<br>Range=$18,885-$75,216 | 33,217 | 28,598 | 32,769 | 36,000 |
| **Great Lakes & Plains**<br>N=829<br>Range=$17,333-$81,333 | 31,508 | 26,204 | 29,260 | 34,411 |
| **Southeast**<br>N=587<br>Range=$15,500-$59,218 | 29,430 | 24,830 | 28,420 | 33,600 |
| **West & Southwest**<br>N=978<br>Range=$17,014-$70,272 | 34,387 | 28,259 | 34,008 | 39,526 |
| **All Regions**<br>N=3,618<br>Range=$15,500-$81,333 | 32,527 | 27,500 | 31,595 | 36,528 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Cataloger and/or Classifier



Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=40<br>Range=$23,434-$58,060 | 32,024 | 26,398 | 30,118 | 33,909 |
| **Great Lakes & Plains**<br>N=29<br>Range=$20,000-$38,777 | 26,987 | 22,901 | 27,019 | 28,683 |
| **Southeast**<br>N=11<br>Range=$18,394-$31,033 | 25,329 | 23,878 | 25,937 | 27,872 |
| **West & Southwest**<br>N=21<br>Range=$14,028-$43,428 | 32,144 | 28,788 | 32,228 | 36,348 |
| **All Regions**<br>N=101<br>Range=$14,028-$58,060 | 29,874 | 25,500 | 28,343 | 32,328 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=111<br>Range=$24,018-$56,906 | 32,263 | 28,598 | 31,971 | 34,139 |
| **Great Lakes & Plains**<br>N=40<br>Range=$18,160-$55,100 | 30,616 | 24,534 | 28,953 | 34,009 |
| **Southeast**<br>N=41<br>Range=$20,051-$53,402 | 31,257 | 26,000 | 28,970 | 36,300 |
| **West & Southwest**<br>N=90<br>Range=$16,356-$51,548 | 35,209 | 30,648 | 37,421 | 39,526 |
| **All Regions**<br>N=282<br>Range=$16,356-$56,906 | 32,823 | 28,598 | 32,571 | 37,184 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Cataloger and/or Classifier (Page 2 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=21<br>Range=$20,780-$73,535 | 42,123 | 29,125 | 41,755 | 49,866 |
| **Great Lakes & Plains**<br>N=14<br>Range=$26,200-$69,333 | 45,007 | 36,500 | 43,073 | 55,663 |
| **Southeast**<br>N=14<br>Range=$24,000-$52,082 | 37,921 | 34,950 | 38,639 | 41,303 |
| **West & Southwest**<br>N=12<br>Range=$18,545-$62,667 | 40,123 | 34,500 | 38,426 | 49,667 |
| **All Regions**<br>N=61<br>Range=$18,545-$73,535 | 41,427 | 33,000 | 40,320 | 49,718 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=19<br>Range=$19,273-$51,000 | 29,623 | 24,000 | 26,400 | 34,800 |
| **Great Lakes & Plains**<br>N=15<br>Range=$19,763-$47,212 | 25,843 | 22,000 | 24,386 | 26,817 |
| **Southeast**<br>N=16<br>Range=$19,761-$35,457 | 26,967 | 24,600 | 27,071 | 29,702 |
| **West & Southwest**<br>N=8<br>Range=$20,550-$36,306 | 26,134 | 23,500 | 24,253 | 28,356 |
| **All Regions**<br>N=58<br>Range=$19,273-$51,000 | 27,431 | 23,168 | 25,750 | 29,404 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Cataloger and/or Classifier (Page 3 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=136<br>Range=$19,633-$57,136 | 34,569 | 29,250 | 33,611 | 38,470 |
| **Great Lakes & Plains**<br>N=114<br>Range=$18,004-$66,735 | 33,009 | 27,252 | 30,739 | 38,245 |
| **Southeast**<br>N=95<br>Range=$16,751-$44,412 | 28,907 | 24,638 | 28,152 | 32,370 |
| **West & Southwest**<br>N=76<br>Range=$21,500-$70,272 | 34,511 | 25,143 | 31,500 | 40,654 |
| **All Regions**<br>N=421<br>Range=$16,751-$70,272 | 32,858 | 26,912 | 31,500 | 37,373 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=327<br>Range=$19,273-$73,535 | 33,672 | 28,598 | 32,571 | 36,771 |
| **Great Lakes & Plains**<br>N=212<br>Range=$18,004-$69,333 | 32,019 | 26,045 | 28,893 | 36,413 |
| **Southeast**<br>N=177<br>Range=$16,751-$53,402 | 29,767 | 25,000 | 28,450 | 33,996 |
| **West & Southwest**<br>N=207<br>Range=$14,028-$70,272 | 34,576 | 27,844 | 34,008 | 39,526 |
| **All Regions**<br>N=923<br>Range=$14,028-$73,535 | 32,746 | 26,965 | 31,391 | 37,184 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Collection Development Librarian/Subject Bibliographer



Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=17<br>Range=$27,780-$49,339 | 34,947 | 30,694 | 33,940 | 36,636 |
| **Great Lakes & Plains**<br>N=5<br>Range=$19,125-$34,998 | 29,957 | 30,441 | 32,193 | 33,029 |
| **Southeast**<br>N=5<br>Range=$25,000-$33,264 | 28,966 | 27,165 | 28,205 | 31,196 |
| **West & Southwest**<br>N=6<br>Range=$22,483-$50,124 | 35,682 | 24,268 | 35,765 | 45,685 |
| **All Regions**<br>N=33<br>Range=$19,125-$50,124 | 33,418 | 28,205 | 32,278 | 35,709 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=134<br>Range=$20,820-$58,587 | 35,051 | 28,598 | 32,778 | 38,486 |
| **Great Lakes & Plains**<br>N=50<br>Range=$22,245-$65,330 | 33,431 | 28,332 | 32,386 | 36,894 |
| **Southeast**<br>N=36<br>Range=$25,230-$56,600 | 37,118 | 31,039 | 37,070 | 42,350 |
| **West & Southwest**<br>N=85<br>Range=$21,196-$52,488 | 37,373 | 31,145 | 37,482 | 42,908 |
| **All Regions**<br>N=305<br>Range=$20,820-$65,330 | 35,677 | 28,598 | 33,924 | 40,658 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Collection Development Librarian/Subject Bibliographer (Page 2 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=6<br>Range=$39,096-$58,408 | 46,853 | 39,421 | 47,803 | 48,585 |
| **Great Lakes & Plains**<br>N=5<br>Range=$21,000-$77,073 | 54,503 | 53,333 | 57,599 | 63,508 |
| **Southeast**<br>N=5<br>Range=$25,000-$40,469 | 31,514 | 26,182 | 32,703 | 33,215 |
| **West & Southwest**<br>N=3<br>Range=$30,248-$54,527 | 42,192 | 30,248 | 41,801 | 54,527 |
| **All Regions**<br>N=19<br>Range=$21,000-$77,073 | 44,093 | 32,703 | 41,801 | 54,527 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=3<br>Range=$25,500-$29,600 | 27,662 | 25,500 | 27,885 | 29,600 |
| **Great Lakes & Plains**<br>N=4<br>Range=$20,500-$37,000 | 29,861 | 24,657 | 30,972 | 35,065 |
| **Southeast**<br>N=5<br>Range=$20,040-$30,400 | 24,250 | 20,388 | 24,000 | 26,420 |
| **West & Southwest**<br>N=2<br>Range=$27,961-$36,161 | 32,061 | 27,961 | 32,061 | 36,161 |
| **All Regions**<br>N=14<br>Range=$20,040-$37,000 | 27,700 | 24,000 | 27,923 | 30,400 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Collection Development Librarian/Subject Bibliographer (Page 3 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=82<br>Range=$25,600-$56,950 | 38,917 | 32,760 | 37,864 | 45,541 |
| **Great Lakes & Plains**<br>N=117<br>Range=$18,963-$58,621 | 35,651 | 29,000 | 33,200 | 42,321 |
| **Southeast**<br>N=24<br>Range=$19,125-$53,616 | 29,116 | 24,000 | 26,394 | 33,220 |
| **West & Southwest**<br>N=52<br>Range=$19,000-$65,340 | 43,226 | 35,000 | 42,702 | 52,176 |
| **All Regions**<br>N=275<br>Range=$18,963-$65,340 | 37,487 | 30,552 | 35,872 | 43,992 |

### All Academic and Public Libraries

| | MEAN | FIRST† QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=242<br>Range=$20,820-$58,587 | 36,555 | 29,400 | 34,212 | 41,058 |
| **Great Lakes & Plains**<br>N=181<br>Range=$18,963-$77,073 | 35,273 | 29,000 | 32,966 | 39,500 |
| **Southeast**<br>N=75<br>Range=$19,125-$56,600 | 32,783 | 26,182 | 31,717 | 39,400 |
| **West & Southwest**<br>N=148<br>Range=$19,000-$65,340 | 39,387 | 32,255 | 38,874 | 44,260 |
| **All Regions**<br>N=646<br>Range=$18,963-$77,073 | 36,407 | 29,174 | 34,235 | 42,358 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Children's and/or Young Adult Services Librarian



Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=63<br>Range=$22,260-$50,635 | 30,992 | 27,248 | 29,299 | 33,977 |
| **Great Lakes & Plains**<br>N=53<br>Range=$18,428-$36,650 | 26,627 | 23,503 | 25,917 | 29,300 |
| **Southeast**<br>N=14<br>Range=$17,603-$41,649 | 24,554 | 20,960 | 23,648 | 26,097 |
| **West & Southwest**<br>N=31<br>Range=$18,000-$45,816 | 32,256 | 24,409 | 34,504 | 38,251 |
| **All Regions**<br>N=161<br>Range=$17,603-$50,635 | 29,239 | 24,819 | 27,851 | 33,602 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=230<br>Range=$18,652-$53,199 | 33,186 | 28,769 | 32,509 | 36,510 |
| **Great Lakes & Plains**<br>N=113<br>Range=$19,838-$55,100 | 30,877 | 26,915 | 29,786 | 34,091 |
| **Southeast**<br>N=95<br>Range=$17,000-$49,300 | 30,270 | 26,172 | 29,000 | 34,000 |
| **West & Southwest**<br>N=418<br>Range=$19,176-$47,670 | 36,129 | 33,011 | 37,438 | 39,463 |
| **All Regions**<br>N=856<br>Range=$17,000-$55,100 | 33,995 | 28,812 | 34,091 | 37,438 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Children's and/or Young Adult Services Librarian (Page 2 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

**All Public Libraries**

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=293<br>Range=$18,652-$53,199 | 32,714 | 28,335 | 31,776 | 35,782 |
| **Great Lakes & Plains**<br>N=166<br>Range=$18,428-$55,100 | 29,520 | 25,522 | 28,321 | 33,301 |
| **Southeast**<br>N=109<br>Range=$17,000-$49,300 | 29,536 | 24,996 | 27,276 | 33,673 |
| **West & Southwest**<br>N=449<br>Range=$18,000-$47,670 | 35,862 | 32,240 | 37,438 | 38,818 |
| **All Regions**<br>N=1,017<br>Range=$17,000-$55,100 | 33,242 | 27,976 | 33,156 | 37,438 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Beginning Librarian



Full-time staff member with a master's degree in library science, but no professional experience.

### Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=12<br>Range=$14,000-$28,064 | 23,608 | 22,932 | 24,285 | 25,500 |
| **Great Lakes & Plains**<br>N=19<br>Range=$16,224-$38,000 | 23,324 | 20,930 | 23,322 | 24,000 |
| **Southeast**<br>N=11<br>Range=$15,686-$30,000 | 22,106 | 19,000 | 22,000 | 25,000 |
| **West & Southwest**<br>N=13<br>Range=$20,196-$27,557 | 22,417 | 20,259 | 21,998 | 22,942 |
| **All Regions**<br>N=55<br>Range=$14,000-$38,000 | 22,928 | 20,259 | 22,980 | 24,500 |

### Large Public Library

(Serving a population of 100,000 or more)

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=49<br>Range=$21,130-$33,369 | 26,164 | 24,499 | 26,280 | 27,711 |
| **Great Lakes & Plains**<br>N=40<br>Range=$20,280-$30,615 | 23,793 | 22,744 | 22,744 | 24,785 |
| **Southeast**<br>N=31<br>Range=$20,904-$27,800 | 24,113 | 22,656 | 24,200 | 25,680 |
| **West & Southwest**<br>N=65<br>Range=$19,728-$33,471 | 27,957 | 24,922 | 29,508 | 30,728 |
| **All Regions**<br>N=185<br>Range=$19,728-$33,741 | 25,938 | 23,400 | 25,680 | 27,800 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Beginning Librarian (Page 2 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

### Two-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=2<br>Range=$22,000-$26,200 | 24,100 | 22,000 | 24,100 | 26,200 |
| **Great Lakes & Plains**<br>N=8<br>Range=$18,000-$41,333 | 28,049 | 22,400 | 27,000 | 33,130 |
| **Southeast**<br>N=3<br>Range=$27,273-$33,665 | 30,313 | 27,273 | 30,000 | 33,665 |
| **West & Southwest**<br>N=3<br>Range=$27,000-$41,333 | 33,745 | 27,000 | 32,900 | 41,333 |
| **All Regions**<br>N=16<br>Range=$18,000-$41,333 | 29,048 | 23,400 | 28,636 | 33,247 |

### Four-Year College

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=4<br>Range=$19,000-$36,000 | 24,800 | 20,000 | 22,100 | 29,600 |
| **Great Lakes & Plains**<br>N=6<br>Range=$22,000-$28,000 | 24,417 | 22,500 | 23,500 | 27,000 |
| **Southeast**<br>N=6<br>Range=$22,000-$26,400 | 23,400 | 22,000 | 22,500 | 25,000 |
| **West & Southwest**<br>N=3<br>Range=$20,000-$29,333 | 23,444 | 20,000 | 21,000 | 29,333 |
| **All Regions**<br>N=19<br>Range=$19,000-$36,000 | 24,023 | 22,000 | 23,000 | 26,400 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

## Beginning Librarian (Page 3 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

### University

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=22<br>Range=$21,000-$36,050 | 27,560 | 25,600 | 27,350 | 29,400 |
| **Great Lakes & Plains**<br>N=37<br>Range=$18,000-$32,550 | 25,209 | 23,532 | 24,828 | 26,647 |
| **Southeast**<br>N=14<br>Range=$18,000-$35,000 | 23,344 | 21,500 | 22,520 | 25,000 |
| **West & Southwest**<br>N=27<br>Range=$21,000-$30,000 | 25,697 | 21,528 | 26,928 | 28,500 |
| **All Regions**<br>N=100<br>Range=$18,000-$36,050 | 25,597 | 23,463 | 25,450 | 27,385 |

### All Academic and Public Libraries

| | MEAN | FIRST QUARTILE | MEDIAN | THIRD QUARTILE |
|---|---|---|---|---|
| **North Atlantic**<br>N=89<br>Range=$14,000-$36,050 | 26,057 | 24,480 | 26,150 | 27,711 |
| **Great Lakes & Plains**<br>N=110<br>Range=$16,224-$41,333 | 24,532 | 22,744 | 23,532 | 26,000 |
| **Southeast**<br>N=65<br>Range=$15,686-$35,000 | 23,828 | 22,000 | 23,504 | 25,625 |
| **West & Southwest**<br>N=111<br>Range=$19,728-$41,333 | 26,793 | 23,400 | 26,929 | 30,046 |
| **All Regions**<br>N=375<br>Range=$14,000-$41,333 | 25,441 | 22,881 | 25,000 | 27,711 |



SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

# Discussion

## Summary of Results

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S.

### Salaries by Position

The seven positions are shown in rank order by mean of salaries paid on Table 1. Two additional columns are also given: a column showing the dollar amount of change from 1991 to 1992 and a column indicating the percent of increase.

**Table 1. Rank Order of Position Titles by Mean of Salaries Paid**

| | | | Increase | |
|---|---|---|---|---|
| **Title** | **92 Salary** | **91 Salary** | **Amount** | **%** |
| Director | 51,385 | 48,439 | 2,947 | 6.0 |
| Deputy/Associate/Assistant Director | 46,966 | 45,143 | 1,823 | 4.0 |
| Department Head/Branch Head | 39,017 | 36,915 | 2,102 | 5.7 |
| Collection Development Librarian/ Subject Bibliographer | 36,407 | 36,439 | -32 | 0 |
| Children's and/or Young Adult Services Librarian | 33,242 | 29,872 | 3,370 | 11.3 |
| Cataloger and/or Classifier | 32,746 | 31,854 | 892 | 2.8 |
| Reference/Information Librarian | 32,528 | 31,523 | 1,005 | 3.2 |

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1992

The average of the percent of increase over the past year is 4.7 percent if all 7 position titles are considered. It is 3.6 percent without the title of Children's and/or Adult Services Librarian, the position showing a very unusual percent increase from 1991 to 1992. The 3.6 percent is a more realistic summary figure and makes the percent increase to librarian salaries the same as the increase in comparable occupations reported by the U.S. Bureau of Labor Statistics (BLS) in the April 1992 *Monthly Labor Review*. A table entitled "Employment Cost Index, wages and salaries by occupation and industry group" shows that civilian workers consisting of private industry, state and local government, but excluding farm, household, and federal government workers, received an average 3.6 percent increase in 1991 over the previous year. White collar workers also received an average increase of 3.6 percent in 1991.

There are several possible explanations for the unusual salary increase for "Children's and/or Young Adult Services Librarian". Shortages of people in the specialty have been noted for several years and low salaries are often cited as a reason. Indeed, this position has been at the lowest rank in all previous versions of this table.

### Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the administrative positions found in all types of libraries (Director, Deputy/Associate/Assistant Director, Department Head/Branch Head) and the other three positions found in all libraries: (Reference/Information Librarian, Cataloger and/or Classifier, and Collection Development Librarian/Subject Bibliographer); and the one position found only in public libraries (Children's and/or Young Adult Services Librarian).

The mean of salaries paid is highest in large public libraries for Director and lowest in four-year colleges. For Deputy/Associate/Assistant Director and for Department Head/Branch Head, the mean is highest in university libraries and lowest in four-year colleges. For the other three common positions, the mean is always highest in two-year colleges, lowest in medium-sized public libraries for Reference/Information Librarian and lowest in four-year colleges for the other two positions. For the position found only in public libraries--Children's and/or Young Adult Services Librarian--the mean of salaries paid is higher in large public libraries.

### Salaries by Region of the U.S.

In order to determine which region has the highest salaries, we analyzed the seven positions and the five library size/type categories. When the region with the highest mean salary was marked for each position in each size/type category, West and Southwest was checked 43.7 percent of the time and North Atlantic was checked 34.3 percent of the time. Great Lakes and Plains was highest 21.8 percent of the time and Southeast was never highest. The lowest mean salary was in the Southeast over 78 percent of the time. This pattern is similar to what has been observed in all previous surveys in this series.

## Complicating Factors

When designing this survey ten years ago, we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked with respondents and users of the reports over the years, we gained additional insights into several factors which should be taken into consideration when using these results.

### The Meaning of "Full-Time"

The questionnaire asked about salaries for **full-time** positions only, but full-time was not defined. There are at least two problems in this area: How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another?

The months in a year problem primarily affects academic libraries where librarians sometimes have academic year contracts for less than twelve months. In this survey, respondents are asked to indicate the number of months a salary covers and the computer calculated twelve months at the same rate. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a reference librarian as well as a department head (of reference department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. **List each staff member only once.**

In recent years we have received an increasing number of questions about this second aspect of the problem. In many academic libraries, staff doing the work described here for the positions of Reference/Information Librarian and Collection Development Librarian/Subject Bibliographer are filling one position with both kinds of responsibilities, not working part-time in two positions. In public libraries, the duties described for the position Children's and/or Young Adult Librarian are also involved. Staff who do this work are the same as those who also do work described in the other two titles. When the respondent could not specify which of the two or three position descriptions described an incumbent's major responsibilities, we reported the salary as Reference/Information Librarian. In the case of several large public libraries, which were unable to assign incumbents to specific positions, we assigned them based on the respondent's estimate of the percentage of time spent on the duties by the staff who perform them.

### The Meaning of "Professional"

In the early years of this survey, respondents were asked to report only salaries paid to professionals, but the word "professional" was not defined. Instead, each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We accepted the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definition in ALA's statement on "Library Education and Personnel Utilization." (See Appendix B, Policy 54.1, Section 8.) In 1990, that definition was added to the instructions.

Beginning with the 1991 survey, we asked respondents to report only staff *with master's degrees from graduate library education programs accredited by ALA*. We know that many respondents paid attention to this instruction because questionnaires were returned to us with notes that no one in the library, or no one in a certain position, had the MLS. On the other hand, we also know that some did not follow instructions because of what we learned when calling about salaries below the cut off point (see below).

The questionnaire also requested another type of information which helped to ensure that only salaries for professional positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "secretary," "library assistant" or "technical assistant" on that line, the salary information was not used.

### Salaries Below $18,000

In previous years this report has described the methodology used to determine the cut-off point below which salaries were dropped as probably not being for full-time, professional work. The cut-off point for the 1992 survey was $18,000. Of the 11,851 salaries initially entered into the file, 53 were below $18,000 (less than 1%). Staff at the Library Research Center conducted telephone interviews with

directors at the 37 libraries involved and learned that 25 of the 53 salaries were for part-time work or were paid to staff without the specified degree. Those 25 salaries were dropped from the file used for the report. Another 7 that were over $18,000 were dropped because conversations about a salary below $18,000 revealed that some over that amount were also for part-time or were paid to staff without the specified degree. Once these salaries were dropped the total was at 11,819 salaries. The dropped salaries had been reported primarily because the respondent had misunderstood the instructions.

Twenty-eight salaries of less than $18,000 did remain in the file. Nineteen were in a public library and nine were in an academic library. In many cases, the director was regretful that such a low salary was paid for full-time, professional work but was unable to do anything about it due to local circumstances.

### Job Levels or Faculty Ranks

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g., reference). However, in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Compensation is based on level, not on the type of work done as defined by our position descriptions. Some academic libraries pay salaries based on faculty rank rather than work done. In many academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. We do not attempt to account for this variety within the structure of our questionnaire and every year some respondents tell us it was impossible to complete the questionnaire for this reason.

Several respondents and reviewers of this report have recommended in the past that we collect salary data for librarian levels or ranks. We have considered this seriously, but concluded that it would be at least as confusing as the current method due to the fact that levels and ranks mean different things in different libraries.

### Longevity Pay

Some large public libraries were unable to report exact salaries for each position due to the large number of incumbents and the small amount of time available. In several such cases, respondents reported the number of incumbents for a position that were in a specific range on the salary schedule and we used the midpoint of that range for the appropriate number of incumbents. While reasonable in a national study that reports summary statistics, this procedure does not take into account longevity pay which is related to individual tenure and not to a point on the salary schedule. Thus some incumbents may be earning more than is reported here.

### Level of Experience

Respondents occasionally ask us to ask for and report salaries in a way that takes into account the years of experience that an incumbent possesses. Unfortunately, providing that information would be a burden on respondents and reporting it would make this report overly complex. This report does take such factors into account in two ways: beginning librarian salaries are reported in a separate table and are not included in salary data for specific positions; data for specific positions show figures at the first and third quartile as well as the mean, median, and range.

# Salary Surveys Providing Information on Library Workers

Most library salary surveys listed below are conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies.

In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. As of May 1992, twenty states had established recommended minimum salaries. These include: Connecticut, Delaware, Illinois, Indiana, Iowa, Louisiana, Maine, Massachusetts, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, South Dakota, Texas, Vermont, West Virginia, and Wisconsin. Specific amounts are not listed here because these are regularly updated by the associations. The latest figures can be found in the most recent classified section of *American Libraries* or *College & Research Libraries News*. A list of state library agency and association addresses can be found in *The Bowker: Library and Book Trade Almanac*.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some library workers are also conducting surveys that compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

### Academic Libraries

Association of Research Libraries. *ARL Annual Salary Survey*. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and average, median and beginning salaries for professional positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables. Salary data for staff in Canadian university libraries are also displayed in Canadian dollars.

Order from ARL, 1527 New Hampshire Ave., NW, Washington, D.C. 20036, 202/232-2466. The 1991 survey, published in January 1992, is available for $20/ARL members or $60/nonmembers.

College and University Personnel Association. *1991-92 Administrative Compensation Survey Report.* Washington, D.C.: CUPA.

Annual survey; 1990-91 survey includes data on 167 college and university administrative positions from 1,438 public and private institutions. The tables in the survey present the median salary and salary percentiles according to institutional budget, enrollment and classification. Directors of library services are included, as well as circulation, acquisitions, reference, technical and public services librarians. The median salaries for the six library positions from the 1990-91 report are cited in the *Chronicle of Higher Education*, August 29, 1991, p. 29.

The survey is available from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311; $75 for association members, $175 for non-members/survey participants and $295 for non-members/survey non-participants.

American Library Association. Association of College and Research Libraries. New England Chapter. *Salary Survey of New England College Libraries.*

The New England Chapter publishes this survey, begun in 1986-87, now biennially. Included are four year undergraduate institutions in the six New England states. Overall average, median and beginning salaries are given for individual institutions and average salaries are given for 24 positions and by size of institution for 4 categories of staff. 1991-92 edition $5. Make check payable to ACRL/NEC Chapter. Contact Fay Zipkowitz, Associate Professor, GSLIS, University of Rhode Island, Kingston, RI 02881.

### Public Libraries

American Library Association. Public Library Association. *Public Library Data Service Statistical Report.* Chicago: PLA.

Information includes library-specific salaries for directors and beginning librarians for most public libraries serving 100,000 or more and for many smaller libraries, as well as basic library statistics. (Replaces statistical reports of the Urban Libraries Council and the Allen County, Indiana biennial report of statistics of public libraries serving 100,000.) The 1992 edition is available from ALA Order Services, 50 E. Huron St., Chicago, IL 60611, 800/545-2433 ext. 5106 for $60 with the usual discounts for PLA and ALA members.

International City/County Management Association. "Salaries of Municipal Officials" in *The Municipal Year Book*, 1992. Washington, D.C.: ICMA.

Chief librarian salaries for local public libraries are included with earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000. *The Municipal Year Book* is usually published in April or May of each year and includes salary data for previous year. For details, contact Evelina Moulder, ICMA, 777 N. Capitol St., Suite 500, Washington, D.C. 20002, 202/289-4262.

Library salary data from the *Municipal Year Book* 1992 is summarized by Mary Jo Lynch and published in "Salaries of Library Directors," *Public Libraries* 31(July/August 1992).

Sandstedt, Carl R. *Salary Survey: West-North-Central States.* St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support, per capita materials budget.

Usually available in April for current calendar year. Send $2.00 for first copy, $1.00 per additional copy. Diskettes with .WKS files are $10. Please prepay. A $5 invoicing fee will be made for all orders requiring an invoice. Salary Survey, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376, 314/441-2300.

### School Libraries

Educational Research Service, Inc. *National Survey of Salaries and Wages in Public Schools.* Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1991-92 report costs $50 for each of the three volumes; available from ERS, 2000 Clarendon Blvd., Arlington, VA 22201, 703/243-2100.

Miller, Marilyn L., and Schontz, Marilyn. "Expenditures for Resources in School Library Media Centers," *School Library Journal.*

As part of a report every two years on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of schools with and without district level library media coordinators. August 1991 issue has latest data.

National Education Association. *Estimates of School Statistics.* Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and also separate data for classroom teachers by state and region. Librarian data are not given separately, however, but are grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1991-92 report, published in 1991, is available for $14.95 for non-NEA members. Contact NEA Professional Library, PO Box 509, West Haven, CT 06516, 203/934-2669, 800-229-4200.

## Special Libraries

American Association of Law Libraries. *Survey of Private Law Libraries.* Chicago: AALL in cooperation with SLA.

The survey provides compensation data for a variety of administrative and support staff positions and by functional areas, years of experience, budget range, and number of patrons served. Compensation is defined as salary as well as any cash bonuses received.

1991 survey report available for $70 from AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604, 312/939-4764. Next survey is scheduled for 1993.

American Bar Association. *Statistical Survey of Law School Libraries and Librarians.* Office of Consultant on Legal Education.

Annual survey based on questionnaire by the American Bar Association to 176 law school libraries. Salary data are a small part of other statistics gathered. Includes median and average salaries of full time professional law librarians and support staff by school. Full report for $60 from the Assistant Consultant on Legal Education to the American Bar Association, Indiana University, 550 W. North Street, Indianapolis, IN 46202, 317/264-8350.

Art Libraries Society of North America. *ARLIS/NA Salary Survey, 1990.* Tucson, Ariz.: ARLIS/NA, 1991.

First salary survey of ARLIS/NA members provides information separately for those who spend 50 percent or more of their time with visual resources (e.g., slides, photographs, film, video) and those who work primarily with textual materials. Data were analyzed in relation to several variables (region, type of parent institution, library degree and arts degree). Full, 32-page report available for $10 prepaid from ARLIS/NA, 3900 E. Timrod St., Tucson, AZ 85711, 602/881-8479. Summary report in *Art Documentation* 11:93-94 (Summer 1992).

Association of Academic Health Sciences Library Directors. *Annual Statistics of Medical School Libraries in the United States and Canada.* Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

Salary data for 1991-92 are included in the 14th edition, 1991-92. It is available at a cost of $50 for members of the Association of Academic Health Sciences Library Directors and $100 for nonmembers. This edition and previous editions may be ordered by contacting Sandra Wilson, AAHSLD, 1133 M.D. Anderson Blvd., Houston, TX 77030, 713/790-7060.

Medical Library Association. *MLA Salary Survey*. Chicago: MLA.

Triennial survey data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1992 MLA member salary survey is available at a cost of $26.00 for members; $52.00 for non-members from MLA, 6 N. Michigan Ave., Suite 300, Chicago, IL 60602, 312/419-9094.

Special Libraries Association. *SLA Biennial Salary Survey*. Washington, D.C.: SLA.

Since 1967, SLA conducted an in-depth salary survey of members every three years. As of 1990, the in-depth survey is conducted every two years. Results are now issued as separate publications. Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, and experience. Data for the U.S. and Canada are presented in separate tables. Annual updates, using a random sampling of 25 percent of the membership and an abbreviated questionnaire, were started in 1977 and are used in years between the now biennial surveys. The results of the updates are published in *Special Libraries* in the fall issue.

The survey data collected in 1990 were published in 1991; the report sells for $30 (members); $37.50 (non-members). Contact Special Libraries Association, 1700 18th St., N.W., Washington, D.C. 20009, 202/234-4700.

### State Library Agencies

Council of State Governments. "COSLA/CSG Survey--Table 1 - Salary Data: State Library Agencies." Lexington, Ky.: CSG.

The annual survey of salary data for state library agencies compiled earlier by the Association of Specialized and Cooperative Library Agencies now is carried out by the Council of State Governments for the Chief Officers of State Library Agencies (COSLA). Included is information on the salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

To order, contact Angela Crouch, Council of State Governments, Center for Management and Administration, Ironworks Pike, PO Box 11910, Lexington, KY 40578, 606/231-1925.

### Other

Association for Library and Information Science Education. *Library and Information Science Education Statistical Report*. Raleigh, NC.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

Back issues (1981- ) of the report are available from ALISE, 4101 Lake Boone Trail, Suite 201, Raleigh, NC 27607, 919/787-5181 for $15 each plus postage and handling: $2.00 U.S. or $4.00 foreign. Current issue is $30.00 plus postage and handling. Annual report usually published in the summer.

College and University Personnel Association. *1991-92 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities.* Washington, D.C.: CUPA.

College and University Personnel Association. *1991-92 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities.* Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 55 disciplines and major fields. A total of 290 state and 517 private institutions participated in the most recent study. Communications, Communication Technologies, Computer Information Sciences, and Library and Archival Sciences are included. The listings are for those who teach in library science programs, not those who hold faculty rank as academic librarians. Faculty Salary Surveys are each $30 for survey participants, $50 for CUPA members/survey non-participants and $75 for non-members/survey non-participants from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311.

Zipkowitz, Fay. "Placements and Salaries." *Library Journal.* Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a fall issue of *Library Journal* with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. An additional table shows the distribution of high, low, average and median salaries by type of library for men and women. The latest listing, "Placements and Salaries 1990" was published in *Library Journal,* November 1, 1991, pp. 44-50. Canadian schools are no longer included.

### Employee Benefits

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis for library workers.

HBW Associates, Inc. *Public Library Work Benefits Survey.* Dallas, Tex.: 1991.

Results of a survey of 75 public libraries in 1991 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Single copies available for $27.50 plus $2.50 postage/handling, from HBW Associates, Inc., 419 S. Carroll, Denton, TX 76201-5928, 817/566-0417.

American Library Association. Office for Library Personnel Resources. "Library Employee Benefits." Chicago. ALA, 1991.

Results of informal survey of public and academic library personnel directors and administrators regarding employee benefits. Summary report in *Library Personnel News,* vol. 5, no. 4, July-August 1991.

### Salary Surveys for Other Library Workers and Related Information Professionals

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

"Library Support Staff Salary Survey 1990" by Ed Martinez and Raymond Roney was published in *Library Mosaics*, July/August 1991, pp. 8-12 and reports on salaries by type of library, (public, special, academic), four regions of the U.S. and the staff classifications of clerk, assistant, technician, and other non master's degree positions.

U.S. Department of Labor, Bureau of Labor Statistics *Area Wage Surveys*. Each year surveys are done in over seventy standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions. Specifies average workweek and mean, median, and middle pay rates, as well as vacation benefits, insurance and pension plans, and shift differential information.

The Bureau also publishes annual surveys of professional, administrative, technical and clerical positions. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. These surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. *White-Collar Pay: Private Goods-Producing Industries, 1990* is available as Bulletin 2374 for $6.50 from the Superintendent of Documents, Government Printing Office (GPO), Washington, D.C. 20402, 202/275-3238. A subject bibliography on "Prices, Wages, and the Cost of Living" (SB.226, January 7, 1992) is available from GPO and gives order information for the area wage surveys and other publications on compensation.

State employment agencies also collect and publish some wage data.

The Administrative Management Society, 1101 14th St., NW, Suite 1100, Washington, D.C. 20005, 202/371-8299 conducts annual surveys of clerical, professional, data processing and middle management jobs. The *Office, Professional and Data Processing Survey* sells for $250, and the Management Survey sells for $150. Both may be ordered for $375.

Abbott, Langer and Associates, 548 First St., Crete, IL 60417 conducts annual salary surveys for the following fields: legal and related jobs in business and industry; consulting engineering firms; service department; nonprofit organizations; research and development; manufacturing; security/loss prevention; MIS/data processing; accounting/financial jobs; sales/marketing management; personnel/industrial relations; and inexperienced college graduates.

The *Compensation in Nonprofit Organizations* report contains information on salaries of Directors of Information with this type of employer. Mean, median, 1st & 3rd quartile, and 1st & 9th decile data, salary ranges, current salaries, and total compensation (salaries plus bonuses) are reported by supervisory responsibility, type of nonprofit organization, total annual budget, geographic scope of organization, number of employees, region, state, and metropolitan area.

Annotations of over 1,000 salary surveys, both domestic and foreign, can be found in *Available Pay Survey Reports: An Annotated Bibliography* (3rd ed.) by Dr. Steven Langer (1988). Annotations are indexed by source, geographic area, type of employer, and job title/function/college curricula. (Available from Abbott, Langer & Associates, 548 First St., Crete, IL 60417.)

*Datamation* publishes an annual salary survey of computer and information systems personnel in the October, November, or December issue. This reports on average salaries for positions in systems analysis, programming, database administration, data entry, office automation, and computer operations, by industry and regions.

The *Public Relations Journal* publishes an annual survey of public relations personnel in its June issue.

# ALA Policies Relating to Salary Issues

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the *ALA Handbook of Organization*.

### Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

### Policy #54.4 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are administrative staff. Whenever possible there should be as many at the top rank with less than 30

percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

### Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

### Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

### Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

### Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

### Policy #54.11 Collective Bargaining

The American Library Association recognizes the principle of collective bargaining as one of the methods of conducting labor-management relations used by private and public institutions. The Association affirms the right of eligible library employees to organize and bargain collectively with their employees, or to refrain from organizing and bargaining collectively, without fear of reprisal.

### Policy #54.18 Advertising Salary Ranges

Salary ranges shall be given for positions listed in any placement services provided by ALA and its units. A regional salary guide delineating the latest minimum salary figures recommended by state library associations shall be made available from any placement services provided by ALA and its units.

All ALA and unit publications printing classified job advertisements shall list the salary ranges

established for open positions and shall include a regional salary guide delineating the latest minimum salary figures recommended by state library associations for library positions.

**Full Text of Policy # 54.8: The Library's Pay Plan***

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

   The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

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*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

# Selected Bibliography on Compensation and Employee Benefits

Compiled by the
ALA Office for Library Personnel Resources

Note: The earlier editions of *ALA Survey of Librarian Salaries* contained selected citations on compensation that readers may wish to consult since many of these references are still useful. Items listed below have been published since the previous listings were compiled.

Association of Research Libraries. Office of Management Services. *Salary Setting Policies in ARL Libraries*. SPEC Kit #177. Compiled by Compensation Committee of Librarians' Council at Arizona State University. Washington, D.C.: ARL, 1991.

Budd, John M. "Salaries of Automation Librarians: Positions and Requirements." *Journal of Library Administration* 13(1-2): 21-29 (1990).

Dufetel, Laurent. "Job Evaluation: Still at the Frontier." *Compensation and Benefits Review* 23:53-67 (July-August 1991).

Guinn, Kathleen and Roberta J. Corona. "Putting a Price on Performance." *Personnel Journal* 70:72-79 (May 1991).

Huret, Judy. "Paying for Team Results." *HRMagazine* 36:39-41 (May 1991).

Kirkland, Janice. "Equity and Entitlement: Internal Barriers to Improving the Pay of Academic Librarians." *College and Research Libraries* 52:375-380 (July 1991).

Kirkland, Janice. "The High Cost of Low Salaries: Strong Reasons for Pay Equity." *Bottom Line* 5:11-13 (Spring 1991).

Landry, Carolyn. "Salaries and Compensation: Worth A Second Look." *LLA Bulletin* (Louisiana Library Association) 53:16-22 (Summer 1990).

Ledford, Gerald E. "Three Case Studies on Skill-Based Pay: An Overview." *Compensation and Benefits Review* 23:11-23 (March-April 1991).

Lewis, Charlotte P. "Salaries of Virginia Public Library and School Personnel with Corresponding Qualifications and Responsibility." *Public Libraries* 29:230-235 (July/August 1990).

Meyer, Richard W. "Earnings Gains Through the Institutionalized Standard of Faculty Status." *Library Administration & Management* 4:184-193 (Fall 1990).

Parnell, John A. "Five Reasons Why Pay Must Be Based on Performance." *Supervision* 52:6-8 (February 1991).

Sahl, Robert J. "Job-Content Salary Surveys: Survey Design and Selection Features." *Compensation and Benefits Review* 23:14-21 (May-June 1991).

Stanton, Michael. "Beyond Your Paycheck: An Employee Benefits Primer." *Occupational Outlook Quarterly* 34:2-9 (Fall 1990).

White, Michael. "Linking Compensation to Knowledge Will Pay Off in the 1990s." *Planning Review* 19:15-17 (November-December 1991).

Woolsey, Christine. "Benefits Viewed as a Way to Help Employees Make a Company Healthy." *Business Insurance* 25:3, 37 (December 2, 1991).

Zipkowitz, Fay. "Placements & Salaries: Losing Ground in the Recession." *Library Journal* 116:44-50 (November 1, 1991).

# Technical Considerations

## Formation of Library Groups

As in previous years, the survey samples were selected from two library universes--public and academic. The public library universe included all public libraries serving populations of 25,000 or more and was stratified into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes: two-year college, four-year college, and university. This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in documentation for the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "One but less than four years." (Officials at NCES assured us that the vast majority were two years.) The second represents the NCES category "Four or five year baccalaureate." The third combines four categories: "first professional degree," "master's," "beyond master's but less than doctorate," "doctorate." The NCES tape was used because it contains addresses of institutions which are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree.

Within each of these five strata, libraries were further stratified into four geographic areas used frequently by NCES: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table D-1. As in previous surveys, the five library classes and four geographic areas were combined to form twenty groups from which samples were selected. Tables D2-D7 show the size of each group, the size of the sample, and the size of the return.

## Sample Selection and Return

The size of the sample for each type/size/geographic strata was determined by using a proportional sampling procedure that took into account the size of the population in each group and the expected return rate for the survey. This year the public library sample was selected from a sampling frame different from the one used for all previous salary surveys. Instead of using a tape leased from Market Data Retrieval (MDR) we used a diskette from the National Center for Education Statistics (NCES) containing data on public libraries submitted to NCES by state library agencies as part of the Federal State Cooperative System for Public Library Data (FSCS). This file, available for the first time in 1991, is a better source than MDR for several reasons. It includes more public libraries and the population coding is more accurate. Also, because the file includes data on the number of staff with master's degrees from graduate library education programs accredited by ALA, we were able to drop from the sampling frame libraries that did not have such personnel. Because of the change in sampling frame, the numbers for size of group in Tables D2 and D3 are different from those in similar tables in the 1991 report. Once the sampling frame was established, the sample was drawn by strata as described above.

The procedure was more complicated for the academic library sample. Before the sampling procedure was applied, several groups were removed from the universe. First, a tape of "Academic Libraries: 1988" from the National Center for Education Statistics was used to exclude institutions that had salary

expenditures of less than $75,000. Those institutions were excluded because it would be unusual for them to have more than one full-time professional and our questionnaire asked about seven positions. Second, 642 institutions were excluded because they were categorized as "specialized" by the Carnegie Corporation for the Advancement of Teaching in *A Classification of Institutions of Higher Education* (Princeton, N.J.: Carnegie Foundation for the Advancement of Teaching, 1987). Those institutions offer degrees ranging from the bachelor's to the doctorate, at least 50% of which are in a single specialized field, e.g., "theological seminaries, Bible colleges, and other institutions offering degrees in religion," and "Schools of art, music, and design." Specialized institutions have often declined to respond in the past. Next, the contractor excluded four sets of institutions because individual members of the set had been unable to respond in the past. In New York, the 17 institutions that are part of the City University of New York were removed because librarians there have full academic status and salary is not related to position description. Public two year schools in California were removed for the same reason as were the 14 members of the state university system in Pennsylvania. Also in Pennsylvania, we removed all but the main campus of Pennsylvania State University because librarians at other campuses declined to respond in the past and referred us to the main campus. The remaining institutions were sampled from the 1990-91 NCES tape of "Institutional Characteristics of Colleges and Universities" using the stratification plan described above. Finally, the preliminary sample was screened for libraries that refused to respond in 1990 or 1991 for reasons that seemed unlikely to change. Eleven such libraries were dropped from the sample.

In addition to the 969 questionnaires analyzed for this report, we also received 25 returns that could not be used. They fell into the following categories:

- 6 were simply blank
- 6 were from respondents in libraries where none of the full time staff had master's degrees from graduate library education programs accredited by ALA.
- 8 were refusals. One from a public library and seven from academic libraries. In three of those cases, the institution's policy prohibits release of salary data.
- 2 were unclear and respondents could not be reached after several attempts.
- 2 were received after the file closed.
- One was from a college library that is part of a public library system which had also responded.

### Procedure

The questionnaire and cover letter were mailed on January 29, 1992. A postage-paid business reply envelope was enclosed to encourage response. A second mailing was sent to all non-respondents in February. A third mailing was sent in March only to non-respondents in one strata where response was under 60 percent.

After questionnaires were screened at ALA, they were sent to the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science, where they were edited, entered into a microcomputer file, and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

Again this year a special procedure was followed for libraries that are members of the Association of Research Libraries. ARL, which includes about 100 of the largest university libraries in the U.S., conducts its own annual salary survey. Data are gathered for salaries as of July 1 and published the following spring. ARL libraries are also included in the sample for the ALA survey. In the past, some have declined to answer because they are unable to spend time completing another salary questionnaire. For the 1992 survey, ARL again agreed to cooperate with us to save work for everyone. After the sample was selected, we identified the ARL libraries on the list and sent the directors a special mailing asking them to release salaries already on file with ARL. All but four of the twenty-two ARL libraries in the sample agreed to release data. We sent ARL a list of the ARL position codes that matched the position descriptions in our questionnaire and ARL sent us a printout of salaries for those positions in the selected institutions. These salaries were entered into the data file along with salaries from other libraries.

This procedure worked well and saved time both in the libraries involved and in survey processing. It has two drawbacks, however. ARL salary figures are as of July 1991 whereas others are as of the following January. Thus, the figures for salaries in the university category in our report may be lower than what was paid in January 1992. Also, ARL does not specify that salaries should be reported only for staff with master's degrees from graduate library education programs accredited by ALA and ARL does include "other professionals" as well as librarians. For the most part, however, we expect that those "other professionals" are in the ARL position code of "Functional Specialist" which was *not* on the list of codes we requested from ARL. On balance, we believe this procedure had more benefits than drawbacks and intend to continue it as long as ARL is willing to cooperate.

**Table D-1. States in Four Regions of the U.S.**

| NORTH ATLANTIC | GREAT LAKES AND PLAINS | SOUTHEAST | WEST AND SOUTHWEST |
|---|---|---|---|
| Connecticut | Illinois | Alabama | Alaska |
| Delaware | Indiana | Arkansas | Arizona |
| District of Columbia | Iowa | Florida | California |
| Maine | Kansas | Georgia | Colorado |
| Maryland | Michigan | Kentucky | Hawaii |
| Massachusetts | Minnesota | Louisiana | Idaho |
| New Hampshire | Missouri | Mississippi | Montana |
| New Jersey | Nebraska | North Carolina | Nevada |
| New York | North Dakota | South Carolina | New Mexico |
| Pennsylvania | Ohio | Tennessee | Oklahoma |
| Rhode Island | South Dakota | Virginia | Oregon |
| Vermont | Wisconsin | West Virginia | Texas |
| | | | Utah |
| | | | Washington |
| | | | Wyoming |

Source: *Statistics of Public Libraries, 1977-78* (NCES, 1982)

**Table D-2. Medium-Sized Public Libraries: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 334 | 118 | 35 | 85 | 72 |
| Great Lakes and Plains | 324 | 116 | 36 | 93 | 80 |
| Southeast | 279 | 100 | 36 | 74 | 74 |
| West and Southwest | 226 | 80 | 35 | 66 | 83 |
| TOTAL | 1,163 | 414 | 36 | 318 | 77 |

**Table D-3. Large Public Libraries: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 85 | 46 | 54 | 41 | 89 |
| Great Lakes and Plains | 89 | 46 | 52 | 37 | 80 |
| Southeast | 122 | 52 | 43 | 42 | 81 |
| West and Southwest | 132 | 65 | 49 | 57 | 88 |
| TOTAL | 428 | 209 | 49 | 177 | 85 |

**Table D-4. Two-Year College Libraries: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 114 | 46 | 40 | 33 | 72 |
| Great Lakes and Plains | 136 | 48 | 35 | 34 | 71 |
| Southeast | 180 | 65 | 36 | 47 | 72 |
| West and Southwest | 144 | 49 | 34 | 34 | 69 |
| TOTAL | 574 | 208 | 36 | 148 | 71 |

**Table D-5. Four-Year College Libraries: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 67 | 46 | 69 | 30 | 65 |
| Great Lakes and Plains | 104 | 45 | 43 | 38 | 84 |
| Southeast | 85 | 46 | 54 | 37 | 80 |
| West and Southwest | 22 | 20 | 91 | 12 | 60 |
| TOTAL | 278 | 157 | 56 | 117 | 75 |

**Table D-6. University Libraries: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 199 | 70 | 35 | 45 | 64 |
| Great Lakes and Plains | 216 | 76 | 35 | 61 | 80 |
| Southeast | 194 | 67 | 35 | 52 | 78 |
| West and Southwest | 175 | 61 | 35 | 51 | 84 |
| TOTAL | 784 | 274 | 35 | 209 | 76 |

**Table D-7. All Libraries Surveyed: Size of Group, Sample, Return**

| | GROUP | SAMPLE | | RETURN | |
|---|---|---|---|---|---|
| | # | # | % of Group | # | % of Group |
| North Atlantic | 799 | 326 | 41 | 234 | 72 |
| Great Lakes and Plains | 869 | 331 | 38 | 263 | 79 |
| Southeast | 860 | 330 | 38 | 252 | 76 |
| West and Southwest | 699 | 275 | 39 | 220 | 80 |
| TOTAL | 3,227 | 1,262 | 39 | 969 | 77 |

AMERICAN LIBRARY ASSOCIATION
OFFICE FOR RESEARCH

## Appendix E

50 EAST HURON STREET CHICAGO, ILLINOIS 60611 U.S.A.
312-280-4273 800-545-2433 EXT 4273 FAX 312-440-9374

January 29, 1992

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid to librarians with master's degrees from programs accredited by ALA who hold full-time positions in academic and public libraries. Your institution has been selected as part of a random sample of libraries to whom the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA collected and published similar information biennially from 1982 to 1988, and annually since 1989. The results of these surveys have been useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. As an indication of our thanks for your help, all participants are entitled to a 25% discount on the price of the report. (Mention this entitlement when you place an order. The report will be published this summer.) If your staff is very large and this form is difficult to use, please call Mary Jo Lynch at the number given below. We want your response and will try to work with whatever data you can provide.

Please complete the enclosed questionnaire and return it in the enclosed self-addressed, postage-paid envelope. Please return it as soon as possible, but no later than **February 14, 1992**. If you have questions about the survey, please call Mary Jo Lynch, Director, ALA Office for Research and Statistics at 800-545-2433, extension 4273.

Sincerely yours,

Linda F. Crismond
Executive Director
American Library Association

LFC/dcr

Enclosures (2)

*P.S. Please help our budget by returning this form promptly. In order to ensure the validity of the results, reminders will be sent to nonrespondents. However, we would rather spend the postage money on other services.*

## AMERICAN LIBRARY ASSOCIATION SURVEY OF LIBRARIAN SALARIES, 1992

### PART I. SALARIES PAID TO BEGINNING LIBRARIANS

A. Within the last 12 months has the library hired any full-time staff with master's degrees from graduate library education programs accredited by ALA but no professional experience? Circle one

No (if so, skip to Part II) 1
Yes 2

B. What is the annual salary paid such staff? Please list all annual salaries below as of January 1, 1992. **Do not repeat salaries of these librarians in Part II.** NOTE FOR ACADEMIC LIBRARIES: If the incumbent works LESS than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9 10 | 3 _____ 9 10 | 5 _____ 9 10 | 7 _____ 9 10 |
| 2 _____ 9 10 | 4 _____ 9 10 | 6 _____ 9 10 | 8 _____ 9 10 |

### PART II. SALARIES PAID TO LIBRARIANS IN SELECTED POSITIONS

This section of the questionnaire requests information on annual salaries for selected positions ordinarily held by full-time staff with master's degrees from graduate library education programs accredited by ALA.

We realize that many libraries have positions that are not included in the questionnaire. **Do not include salaries for those positions.** Libraries may also fill the positions listed here with staff who have credentials other than master's degrees from graduate library education programs accredited by ALA. **Do not include salaries for those staff. Also, do not include salaries for part-time or support staff.**

Each page in Part II contains descriptions of several specific library positions. If your library has one or more staff with the specified degree employed **FULL-TIME** whose major responsibilities are covered by the position description, please provide the information requested on the form unless the salary was listed above in Part I, B. If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position that you consider his or her major responsibility. **List each staff member only once** and give the full salary paid to the person. All **FULL-TIME** incumbents in these positions should be included regardless of the number of months worked in a year.* NOTE FOR ACADEMIC LIBRARIES: If the incumbent is considered full-time but works LESS than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

For each position in which you have staff with master's degrees from graduate library education programs accredited by ALA employed **FULL-TIME**, please provide the annual salary of each incumbent as of January 1, 1992 except for the beginning librarians reported in Part I, B. Give actual dollars paid. Do not include fringe benefits. If you need additional space, please use separate sheets of paper or attach a computer printout.

*If services are contributed (i.e., institution pays some expenses or an honorarium but not a true salary), please do not list the incumbent.

**POSITION TITLE:** *Director* *

**POSITION DESCRIPTION:** Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

**POSITION TITLE:** *(if different from above)* _____

ANNUAL SALARY _____ 9/10

*Note for academic libraries: Circle 9 or 10 as appropriate if salary is for LESS than a 12 month year (including vacation).*

---

**POSITION TITLE:** *Deputy/Associate/Assistant Director* *

**POSITION DESCRIPTION:** Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services, systems/automation).

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 3 _____ 9/10 | 5 _____ 9/10 | 7 _____ 9/10 |
| 2 _____ 9/10 | 4 _____ 9/10 | 6 _____ 9/10 | 8 _____ 9/10 |

---

**POSITION TITLE:** *Department Head/Branch Head* * *

**POSITION DESCRIPTION:** Manages operation of a library unit that is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the main library (e.g., Reference Department, Serials Department, Children's Department).

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 5 _____ 9/10 | 9 _____ 9/10 | 13 _____ 9/10 |
| 2 _____ 9/10 | 6 _____ 9/10 | 10 _____ 9/10 | 14 _____ 9/10 |
| 3 _____ 9/10 | 7 _____ 9/10 | 11 _____ 9/10 | 15 _____ 9/10 |
| 4 _____ 9/10 | 8 _____ 9/10 | 12 _____ 9/10 | 16 _____ 9/10 |

**POSITION TITLE:** *Reference/Information Librarian* *

**POSITION DESCRIPTION:** Locates information for library users or helps users find it in print materials, automated databases, or other sources. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections.

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 4 _____ 9/10 | 7 _____ 9/10 | 10 _____ 9/10 |
| 2 _____ 9/10 | 5 _____ 9/10 | 8 _____ 9/10 | 11 _____ 9/10 |
| 3 _____ 9/10 | 6 _____ 9/10 | 9 _____ 9/10 | 12 _____ 9/10 |

---

**POSITION TITLE:** *Cataloger and/or Classifier* *

**POSITION DESCRIPTION:** Organizes all types of material purchased by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 3 _____ 9/10 | 5 _____ 9/10 | 7 _____ 9/10 |
| 2 _____ 9/10 | 4 _____ 9/10 | 6 _____ 9/10 | 8 _____ 9/10 |

---

**POSITION TITLE:** *Collection Development or Selection Librarian/Subject Bibliographer* *

**POSITION DESCRIPTION:** Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization, and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area, or provide other specialized services.

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 3 _____ 9/10 | 5 _____ 9/10 | 7 _____ 9/10 |
| 2 _____ 9/10 | 4 _____ 9/10 | 6 _____ 9/10 | 8 _____ 9/10 |

* Report only full-time staff *with master's degrees from graduate library education programs accredited by ALA.* Do not repeat salaries reported in Part I.

**POSITION TITLE:** *Children's and/or Young Adult Services Librarian* *

**POSITION DESCRIPTION:** Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

**POSITION TITLE:** *(if different from above)* _____

| Annual Salary | Annual Salary | Annual Salary | Annual Salary |
|---|---|---|---|
| 1 _____ 9/10 | 3 _____ 9/10 | 5 _____ 9/10 | 7 _____ 9/10 |
| 2 _____ 9/10 | 4 _____ 9/10 | 6 _____ 9/10 | 8 _____ 9/10 |

* Report only full-time staff *with master's degrees from graduate library education programs accredited by ALA.* Do not repeat salaries reported in Part I.

---

A final question: Did your library lay off paid staff because of budget cuts in 1991?

_____ yes _____ no

If yes, please provide number laid off in the following categories:

_____ paid staff with master's degrees from programs accredited by ALA

_____ all other paid staff

---

A. Name and title of respondent **: _____

B. Telephone number: ( ) _____

** *Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given here so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.*

THANK YOU VERY MUCH! Please return by **February 14, 1992** in the enclosed postage paid envelope to:

American Library Association
Office for Research and Statistics
50 E. Huron Street
Chicago, Illinois 60611

PLACE LABEL HERE

# Salaries Paid for Less Than a Twelve Month Year in Academic Libraries

Instructions on the questionnaire told the respondent: If the incumbent works less than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. Table G was created to show how often this process was necessary. The first column shows the total number of incumbents for which salaries are reported in each of the three types of academic institutions on the position tables in this report. The second column shows how many were reported as being for nine months and the third column shows the percentage of incumbents in the category (position/type of library) which that number represents. The following columns repeat that pattern for positions reported as being for ten months and then for a combination of nine and ten month salaries.

**Table G.**

**Salaries Paid for Less Than a 12-month Year in Academic Libraries by Position and Type**

| | ALL INCUMBENTS | 9-MONTH | | 10-MONTH | | 9 AND 10 MONTH | |
|---|---|---|---|---|---|---|---|
| POSITION AND TYPE OF LIBRARY | # | # | % | # | % | # | % |
| Director | | | | | | | |
| Two-year college | 133 | 10 | 8 | 12 | 9 | 22 | 17 |
| Four-year college | 116 | 2 | 2 | 6 | 5 | 8 | 7 |
| University | 201 | 2 | 1 | 4 | 2 | 6 | 3 |
| Deputy/Associate/Assistant Director | | | | | | | |
| Two-year college | 36 | 2 | 6 | 4 | 11 | 6 | 17 |
| Four-year college | 35 | 2 | 6 | 2 | 6 | 4 | 11 |
| University | 296 | 4 | 1 | 3 | 1 | 7 | 2 |
| Department Head/Branch Head | | | | | | | |
| Two-year college | 49 | 12 | 24 | 3 | 6 | 15 | 31 |
| Four-year college | 91 | 4 | 4 | 9 | 10 | 13 | 14 |
| University | 981 | 26 | 3 | 16 | 2 | 42 | 4 |
| Reference/Information Librarian | | | | | | | |
| Two-year college | 163 | 57 | 35 | 24 | 15 | 81 | 50 |
| Four-year college | 108 | 8 | 7 | 17 | 16 | 25 | 23 |
| University | 852 | 41 | 5 | 60 | 7 | 101 | 12 |
| Cataloger and/or Classifier | | | | | | | |
| Two-year college | 61 | 16 | 26 | 8 | 13 | 24 | 39 |
| Four-year college | 58 | 1 | 2 | 6 | 10 | 7 | 12 |
| University | 421 | 17 | 4 | 21 | 5 | 38 | 9 |
| Collection Development Librarian/Subject Bibliographer | | | | | | | |
| Two-year college | 19 | 9 | 47 | 3 | 16 | 12 | 63 |
| Four-year college | 14 | 0 | 0 | 1 | 7 | 1 | 7 |
| University | 275 | 6 | 2 | 5 | 5 | 11 | 4 |